F.O. 881/7200

(7200.)

UGANDA RAILWAY.

LEAVE RULES.

LEAVE cannot be claimed as a matter of right. It may be granted as a matter of grace, provided the exigencies of the service permit, and subject to the following conditions:—

Privilege Leave.

Officers may be allowed two months' leave annually on full pay. If in any year it be found impossible, for *service reasons*, to allow an officer to take leave, it may be allowed to accumulate up to a total of four months, that is to say, if an officer be required to remain at his post without intermission for twenty months he may be allowed four months' leave. During absence no salary can be drawn. It will only become payable on an officer rejoining his post. After the first period of two months the salary will be reduced by the amount required for payment of a substitute. Leave is reckoned from the date on which the officer leaves his post until his return to it.

Leave on Urgent Private Affairs.

On sufficient cause being shown, leave on half-salary may be allowed once during the term of service. It will in no case exceed six months from the date of departure from Mombasa to date of return to that port, and the granting of such leave will be altogether at the discretion of the Committee. The half-salary will be paid on return to duty.

Leave on Medical Certificate.

Under paragraph 11 of the Agreement under which the officer is serving it is provided that it shall also be competent to the Secretary of State, through the Chief Engineer, to terminate the employment of the person engaged if at any time it shall be certified by the Chief Medical Officer, or other duly qualified medical officer employed by the Secretary of State, that he is incapable on physical grounds of rendering further efficient service in British East Africa, and, in such case, he shall be provided with a free passage to England, but shall have no other claim upon the Secretary of State. Should an officer, however, be incapacitated from work in Africa owing to the effects of climate and exposure, to be certified by the Chief Medical Officer of the railway, and should it appear to the Chief Medical Officer probable that a short period of rest and change will be sufficient to restore the officer to such a state of health as will make him capable of rendering further efficient service, the Committee may, on the recommendation of the Chief Engineer, and in lieu of the course provided for in the second part of paragraph 11 of the Agreement, grant such officer leave beyond sea.

In addition to passage allowance, not exceeding the cost of return passage to England, the officer will receive an allowance of six-tenths of his full salary.

Leave of this description, with allowances, will in no case exceed six months at one time from date of departure from Mombasa to date of return to that port.

If in Great Britain the officer must, before returning from such leave, obtain a certificate from the consulting Physician to the Crown Agents that his health appears to have been sufficiently restored to render him fit for active service; if the officer is in any other country, he must obtain such certificate from a properly qualified medical practitioner, who should be in a recognized official position.

[822]

Allowances to be paid monthly in England, and on the understanding that the officer must refund it if he does not return to his post in Africa.

Should an officer be unable by reason of illness to return to duty at the end of his privilege leave, he may be granted leave on medical certificate. In such case, all his privilege leave in excess of two months shall be commuted into leave on medical certificate with the corresponding allowances.

ACTING ALLOWANCE RULES.

In the case of an officer of one class appointed to act for one of another class during the absence of the latter on leave other than the first two months of privilege leave, it shall be competent for the Chief Engineer to recommend for sanction by the Committee an acting allowance not exceeding 10*l.* a-month.

Provided always that the total salary of the officer acting, when increased by the acting allowance, shall not exceed the minimum pay of the class to which the officer on leave belongs.

Acting allowance is permissible only from class to class and not from grade to grade. For instance, an assistant engineer acting for a district engineer, an assistant medical officer or assistant accountant acting for the Chief Medical Officer or Chief Accountant, would draw the allowance; but not a junior officer replacing a senior officer of the same class.

Should any question arise respecting the operation or interpretation of the foregoing Rules, such question shall be referred to the Committee, whose decision shall be final.

REGULATIONS FOR EXAMINATIONS IN NATIVE LANGUAGES.

The Committee having decided that it is expedient in principle to encourage the members of the railway staff to acquire soon after their first arrival a colloquial knowledge of the native languages in general use among those under their control, it became necessary to lay down how the proposed money grants which it is proposed to offer should be regulated and awarded.

The two languages now selected are Swahili, the vernacular of the coast, and Hindustani, commonly understood by the Indian overseers and workmen.

For proved proficiency, under the conditions hereafter fixed, in either or both of these languages, it is proposed to offer the following rewards: Open, in the case of Swahili, to all members of the staff, excepting only those who may have joined in Africa, or been there transferred from the Protectorate to the service of the railway. In the case of Hindustani, those recruited in India shall not be entitled to the reward, but they shall be eligible to compete for Swahili.

The awards shall be, in the case of members of the staff of the rank of Assistant Engineer or upwards, a sum of 450 rupees on passing in either language, and in the case of subordinates drawing not less than 100 rupees per month, a sum of 270 rupees.

In order to entitle any member of the present staff to claim the above rewards, he must, within six months after the date of the issue of these Rules in Mombasa, give notice in writing to the Chief Engineer that he is prepared to appear for examination in one or other of these two languages, and if he desires to pass in a second language, notice thereof must be given within nine months of the date above named.

Members of the staff and subordinates who may be appointed after this date will be expected to be prepared to pass in one or other of these languages within nine months of their first arrival at Mombasa, and their failing to do so will disqualify them thereafter from receiving the reward. On passing in one language they will be allowed to compete for a second within one year from the date of their first arrival.

On receiving notice from members of the present staff within six months from the date of issue of these Rules, or nine months after the arrival of any new members of the staff, it will be for the Chief Engineer to fix a date for the examination.

The Examining Board shall, in all cases, be presided over by a senior member of the railway staff, who will see that the examination is practical, so as to meet the object with which these awards are offered. In the case of Swahili, it will be desirable that the services of a member of one or other of the English Missions acquainted with the language shall be secured, and that there should be a third member selected by the Chief Engineer, with the approval of the Resident Commissioner, from among the officers of the Protectorate staff.

In the case of Hindustani, it will be desirable to obtain the assistance of one or more of the Indian officers attached to the Indian contingent of troops.

In each case the Board should consist of three members, to be presided over by a railway official, and it will be desirable that an examining fee of 20 rupees be allowed to each of the two examiners who are not members of the railway staff.

Since the knowledge required is a colloquial familiarity with the language spoken by the overseers and men with whom the railway staff are brought in daily contact, it is desirable that the examination should be of a thoroughly practical character. For this purpose an elementary knowledge of the rules of grammar is most desirable, but the chief point must always be to ascertain how far the candidate is able to explain to an ordinary native what the examiners may indicate, and how far he is able satisfactorily to understand and interpret answers and explanation that may be given in reply or at the suggestion of the Board.

One important point is to secure that a proper standard is in all cases kept up, and that the examination is not allowed to become a formal means of securing the grant. At the same time, it must be kept in mind that the object of the Committee would be defeated if too high a standard were to be insisted upon.

On receiving written notice from the Chairman of the Examining Board that a candidate has given satisfactory proof of possessing a competent knowledge of one or other of these two languages, the Chief Engineer will be in a position to authorize the payment of the appropriate reward according to the rank of the candidate. Payments should then be made on the spot.

Foreign Office, November 19, 1896.

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Uganda Railway. n.d. TS Selected Foreign Office Files on Africa. The National Archives (Kew, United Kingdom). Nineteenth Century Collections Online. Web. 29 Apr. 2016.

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